The following is a draft plan by the Oberlin Geology URGE Pod for field and lab safety plans at Oberlin College/Towson University.

Safety Plan
Code of Conduct
Learning and undertaking science in the field is an important part of some fields in the Earth Sciences. However, it is important to remember that how we conduct ourselves in the field is critical to maintaining a safe and inclusive learning environment. Working in the field can include being in remote locations and lack of communications with support networks that should call on us to be extra vigilant in promoting a safe environment for all participants. Our code of conduct, reporting procedures, and a discussion on preparation for research experiences should be detailed at the full major meeting each fall. In addition, this information should be presented on the syllabus and in a pre-trip discussion for any class that involves field experiences.

- Oberlin College policies for students and employees apply equally in the field as on campus. These include:
  - Local laws
  - Student Conduct and Community Standards
  - Nondiscrimination Anti-Harassment Policy, Prohibited Relationships Policy
  - Title IX Sexual Harassment Policy
- In addition to the above policies, all group members are expected to adhere to our group norms in all settings (lab, field, classroom, etc.)
  - Listen with the possibility of being changed. Speak with the promise of being heard
  - Be present, and be your best self
  - We will care for our bodies and move when we need to
  - Everyone has something to learn. Everyone has expertise to offer.
  - We need each and every person in this group.
  - You have the right to ask for help, and the duty to assist
  - Be willing to experience discomfort.
  - Expect and accept non-closure.
  - What’s said here stays here, what’s learned here leaves here
  - No one is done until everyone is done
  - Everyone helps
Help by explaining

- Faculty and group leaders should focus on inclusivity throughout the trip, including ensuring that the group works cohesively and does not exclude members from all activities. This includes any physical activities such as hiking, sample collection with hammers, etc.

Processes for Reporting Violations

- Violations of College policy should be reported to the Office of DEI
- Concerns about atmosphere (but not policy violations) on the trip should be reported using the reporting form developed by Geocouncil
- Our reporting form will be available online, circulated in our newsletter and Slack, available via QR code in the hallways, and in course syllabi.
- The form will be discussed at our fall majors meeting
- In addition to violations that occur at Oberlin and in Oberlin-run trips, students should report any violations or concerns that incur while participating in programs at other institutions during their tenure at Oberlin (e.g. study away, Keck, REUs, field camp).

Training Resources

- Available
  - Trainings and resources offered by the Oberlin Multicultural Resource Center [https://www.oberlin.edu/trainings](https://www.oberlin.edu/trainings)
  - Bystander Intervention training offered online through hollaback! [https://www.ihollaback.org/harassmenttraining/](https://www.ihollaback.org/harassmenttraining/)
  - We also intend to develop a video or training more specific to field experiences that students watch in advance of discussion

- Required
  - For classes: Pre-trip meeting to discuss what to expect in specific trip and why we’re doing it (learning objectives), code of conduct, link to reporting form, solicit any concerns and limitations
  - Discuss bystander intervention practices, antidiscrimination, de-escalation at annual majors meetings. This meeting is open to all majors but participation is required for those doing research.

Field Work

- Racial Risk Assessment of Sites
  - Develop list of field/research experiences at other institutions that have been vetted to be more inclusive (use feedback from others and solicit feedback in the future)
  - Know who owns the land (Is it public or private? Are there permits?)
  - Provide credentials, vests or visual identifiers, and buddy systems for all students.

- Pre-departure Checklist of Discussions within the Field Team
  - Openly explain the physical requirements of the trip
  - Introduce conversation about “invisible” challenges that opens up communication between students and trip leaders
- Gear checklist and access to outing club gear closet
- Discuss Code of Conduct and reporting forms
- Racial Risk Assessment
- Trans Risk Assessment
- Learning objectives of trip

**Procedures for Documenting Incidents in the Field**
- Same as reporting form above and including reporting of incidents at other institutions during their tenure at Oberlin (e.g. study away, Keck, REUs, field camp)

Resources we consulted

https://eos.org/opinions/ten-steps-to-protect-bipoc-scholars-in-the-field

https://www.preprints.org/manuscript/202008.0021/v1

https://docs.google.com/document/d/10y7TP48ik1rcQBPA5Do8mZM7DJ5EbF0hyWP-csgb1QE/edit